



Nha Trang, April 17, 2026

DARFT

REGULATION
ON NOMINATION, SELF-NOMINATION, AND ELECTION OF
ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS AND
BOARD OF SUPERVISORS FOR THE 2025 – 2029 TERM OF
VIETNAM SEAPRODUCTS JOINT STOCK CORPORATION

CHAPTER I
GENERAL PROVISIONS

Article 1. Purpose, scope and regulated entities

1. This regulation is applied to the nomination, self-nomination, and election of additional members of the Board of Directors (BOD) and Board of Supervisors (BOS) for the 2025 – 2029 term of Vietnam Seaproducts Joint Stock Corporation (Seaprodex) at the 2026 Annual General Meeting of Shareholders (AGM). It ensures compliance with Seaprodex's Charter on Organization and Operation (the Charter) and current legal regulations.

2. This regulation governs activities related to the nomination, self-nomination, and election of additional members of BOD and BOS, including:

- Regulation on nomination and self-nomination for the election of additional members of BOD and BOS;
- Regulation on the election of additional members BOD and BOS.

3. Regulated entities: Shareholders owning voting shares and their authorized representatives (according to the list of shareholders as of March 18, 2026, provided by the Vietnam Securities Depository and Clearing Corporation – VSDC), members of the Vote Counting Committee, and other relevant entities involved in organizing the AGM.

Article 2. Rights and Obligations of shareholders

1. Rights of shareholders attending the AGM

Each shareholder or authorized representative attending the AGM shall receive one Election Ballot for electing additional members of the Board of Directors and one Election Ballot for electing additional members of the Board of Supervisors. The Election Ballots shall clearly indicate the number of shares held/represented by authorization and the corresponding number of votes the shareholder/authorized representative is entitled to use for voting.

2. Obligations of Shareholders attending the AGM

- Comply with the voting conditions and procedures stipulated in these Regulation;

- Shareholders and authorized representatives must complete the registration procedures with the Organizing Committee upon arrival at the AGM;
- Upon receiving the Election Ballot, shareholders and authorized representatives must verify the number of shares recorded on the Election Ballot. Any discrepancies must be reported immediately to the Organizing Committee at the time of receipt;
- Strictly adhere to the election regulation during the AGM and respect the voting results of the AGM.

CHAPTER II
REGULATION ON NOMINATION, SELF-NOMINATION
OF ADDITIONAL MEMBERS OF THE BOARD OF
DIRECTORS AND BOARD OF SUPERVISORS

Article 3. Nomination and self-nomination of Candidates for election additional members to the Board of Directors and Board of Supervisors

1. Election of additional members of the Board of Directors

1.1. Board of Directors

- Term of elected BOD Members: 05 years (2025 – 2029);
- Remaining duration of the term: 04 years;
- Number of additional members of BOD to be elected: 02 Members;
- Number of BOD Candidates: Unlimited.

1.2. Standards and requirements for members of the Board of Directors

- Must have full legal capacity and not be prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises;
- Must have professional qualifications and experience in business management of Seaprodex but are not necessarily required to be shareholders of the Seaprodex;
- Members of the Board of Directors of the Corporation may concurrently serve as members of the Board of Directors or the Members' Council of no more than five (05) other companies.
- Members of the Board of Directors must not be the spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, brother-in-law, younger brother-in-law, sister-in-law, or younger sister-in-law of the General Director or other managerial personnel of Seaprodex; must not be a related person of managerial personnel or of the person authorized to appoint the managerial personnel of the parent company; and
- Must meet other qualifications as stipulated in the Seaprodex's Charter, the Law on Enterprises, and the Law on Securities.

1.3. Nomination and self-nomination of Candidates for election to the Board of Directors

- Shareholders holding common shares have the right to combine their voting rights to nominate candidates for the BOD.

- Shareholders or groups of shareholders holding from 10% to less than 30% can nominate up to one (01) Candidate; from 30% to less than 40% can nominate up to two (02) Candidates; from 40% to less than 50% can nominate up to three (03) Candidates; from 50% to less than 65% can nominate up to four (04) Candidates; from 65% or more can nominate enough candidates to fill the required number of BOD Members.

- In the event that the number of BOD Candidates nominated and self-nominated remains insufficient, the incumbent BOD can nominate additional candidates. The procedure for the incumbent BOD to nominate BOD Candidates must be clearly disclosed and approved by the AGM before proceeding with the nomination in accordance with legal regulations.

2. Election of additional members of Board of Supervisors

2.1. Board of Supervisors

- Term of elected Board of Supervisors Members: 05 years (2025 – 2029);
- Remaining duration of the term: 04 years;
- Number of additional members of BOS to be elected: 01 member;
- Number of Board of Supervisors Candidates: Unlimited.

2.2. Standards and requirements for members of the Board of Supervisors

To become a member of the Board of Supervisors, a person shall satisfy the following standards and requirements:

- He/She has full civil act capacity and is not one of the persons specified in Clause 2, Article 17 of the Law on Enterprises.
- His/Her major is economics, finance, accounting, auditing, law, business administration, or another major that is relevant to the enterprise's business operation.
- He/She is not a relative of any of the members of the Board of Directors, Director/General Director and other executives of the company;
- He/she is not the Seaprodex's executive, is not necessarily a shareholder or employee of the Seaprodex;
- He/She meets other standards as prescribed by Seaprodex's Charter, the Law on Enterprises, and the Law on Securities.

2.3. Nomination and self-nomination of Candidates for election to the Board of Supervisors

- Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Supervisors.
- Shareholders or groups of shareholders holding from 10% to less than 30% can nominate up to one (01) candidate; from 30% to less than 40% can nominate up to two (02) candidates; from 40% to less than 50% can nominate up to three (03) candidates; from 50% to less than 65% can nominate up to four (04) candidates; from

65% or more can nominate a sufficient number of candidates to fill the required positions on the Board of Supervisors.

- In the event that the number of Board of Supervisors Candidates nominated and self-nominated remains insufficient, the incumbent Board of Supervisors can nominate additional candidates. The procedure for the incumbent Board of Supervisors to nominate Candidates must be clearly disclosed and approved by the AGM of Shareholders before proceeding with the nomination in accordance with legal regulations.

Article 4. Application Documents for Self-Nomination and Nomination for Election of Board of Directors and Board of Supervisors Members

- Application form for nomination or self-nomination as a candidate for election to the Board of Directors or the Board of Supervisors Members (one original), using the form available on the website www.seaprodex.vn;

- A personal resume (or an equivalent document) of the Candidate (one original) using the form available on the website www.seaprodex.vn;

- Other documents proving that the Candidate meets the standards and requirements as prescribed by law (one original or a certified true copy).

Article 5. Selection of Candidates

Based on the self-nomination and nomination applications submitted by eligible shareholders or groups of shareholders for the election of members of the Board of Directors and the Board of Supervisors of Seaprodex, in accordance with Seaprodex's Charter, the Law on Enterprises, and Article 3 of this Regulation, the AGM Organizing Committee shall compile a list of candidates who meet the requirements. This list shall be included in the official list of candidates for the election of Board of Directors and Board of Supervisors members and submitted for approval at the AGM of Shareholders.

Article 6. Submission of application documents

Nomination and self-nomination documents must be submitted to Seaprodex before 4:00 PM on April 10, 2026, at the following address:

ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING
OF SHAREHOLDERS

VIETNAM SEAPRODUCTS JOINT STOCK CORPORATION (SEAPRODEX)

Address: 22-24-26 Mac Thi Bui Street, Sai Gon Ward, Ho Chi Minh City

Phone: (028) 3829 7214

Fax: (028) 3829 0146

Contact Person: Mr. Ngo Quoc Tung

Phone: 0941 858 476

CHAPTER III

ELECTION OF ADDITIONAL MEMBERS OF BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

Article 7. Election Ballot and Filling in the Election Ballot

1. Election Ballot

- Election Ballots are uniformly printed and issued by the Organizing Committee (the Election Ballot for Board of Directors members is blue, and the Election Ballot for Board of Supervisors members is yellow).

- Each election ballot clearly lists the candidates in alphabetical order, along with the name of the shareholder/authorized representative, the total number of shares owned/represented by proxy, and the total number of votes.

- Each shareholder or authorized representative will receive one Election Ballot for Board of Directors members and one Election Ballot for Board of Supervisors members, based on their attendance code (including owned and authorized shares), upon registration at the AGM.

2. Filling in the Election Ballot

- Shareholders or their authorized representatives must fill in the number of voting rights assigned to each Candidate in the corresponding blank space on the Election Ballot. In the case of valid authorization (with a proxy document), the authorized representative has full voting rights.

- If a mistake is made, the shareholder may request the Organizing Committee to issue a new Election Ballot.

- Shareholders must sign the Election Ballot to confirm their vote.

3. Cases of invalid Election Ballots

- Election Ballots that do not follow the official form issued by the Organizing Committee and do not bear Seaprodex's seal.

- Election Ballots that contain erasures, alterations, additional markings, or names that are incorrect or not included in the list of candidates approved by the AGM before the voting process.

- Election Ballots in which the total number of votes allocated to candidates by a shareholder exceeds the total voting rights that the shareholder holds (including owned and authorized shares).

- Election Ballots not signed by the shareholder or the authorized representative of the shareholder for confirmation.

Article 8. Voting method

- The election of Board of Directors and Board of Supervisors members shall be conducted by secret ballot using the cumulative voting method;

- The total number of votes assigned to each shareholder or their authorized representative is calculated by multiplying the total number of voting shares they hold (including personally owned shares and shares represented by proxy) by the number of Board of Directors or Board of Supervisors members to be elected. Shareholders may allocate all, part, or none of their total votes to one or more candidates.

Article 9. Vote Counting Committee, Voting and Ballot Counting Principles

1. Vote Counting Committee

- The Vote Counting Committee consists of three (03) members nominated by the Chairperson and approved by the AGM. Members of the Vote Counting Committee must not be on the list of nominated or self-nominated candidates for election to the Board of Directors or the Board of Supervisors;

- The Vote Counting Committee is responsible for carrying out the necessary procedures for the election of Board of Directors and Board of Supervisors members, including: preparing the ballot box, announcing the Election Regulation, providing the list of candidates, explaining the voting process, guiding shareholders on how to fill in the Election Ballot, supervising the voting process, conducting vote counting, and announcing the election results at the AGM.

2. Voting and Ballot Counting Principles

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;

- The voting process shall commence once the distribution of election ballots is completed and shall conclude after the last shareholder has cast their vote into the ballot box;

- Vote counting must be conducted immediately after the voting process ends;

- The vote counting results shall be recorded in writing and announced at the AGM by the Head of the Vote Counting Committee.

Article 10. Principles for determining elected members of the Board of Directors and the Board of Supervisors

- The elected members of the Board of Directors shall be the five (05) candidates receiving the highest number of votes;

- The elected members of the Board of Supervisors shall be the three (03) candidates receiving the highest number of votes;

- In case there is a tie among candidates, preventing the determination of elected members of the Board of Directors and/or the Board of Supervisors, a re-vote shall be conducted among the tied candidates to select those with the higher number of votes.

Article 11. Preparation and announcement of the Vote Counting Minutes

- Upon completion of the vote counting, the Vote Counting Committee must prepare the Vote Counting Minutes. The contents of the vote counting minutes shall include: the total number of shareholders attending the meeting, the total number of shareholders casting votes, the voting rights ratio of shareholders who cast votes compared to the total voting rights of shareholders attending the meeting (based on the cumulative voting method), the number and percentage of valid and invalid Election Ballots, the number and percentage of voting rights received by each candidate for election to the Board of Directors and the Board of Supervisors, and the list of elected members of the Board of Directors and the Board of Supervisors.

- The full content of the Vote Counting Minutes must be announced at the AGM.

Article 12. Complaints regarding the election and vote counting

Any complaints regarding the election and vote counting shall be resolved by the Chairperson of the AGM and recorded in the AGM minutes.

CHAPTER IV IMPLEMENTATION PROVISIONS

Article 13. Effectiveness and enforcement

1. This Regulation shall be read at the AGM and submitted for voting by the shareholders. If approved by the AGM with at least 51% of the total voting rights of all attending shareholders, it shall become legally binding on all shareholders.

2. Shareholders and members of the Organizing Committee of Seaprodex shall be responsible for implementing this Regulation.

ORGANIZING COMMITTEE